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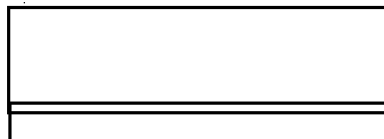
MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Implementation of KIQ Evaluation Process

1. I am sure you are aware that there has been some grumbling as well as confusion up and down the line about implementation of the KIQ Evaluation Process. I know that the DDI has raised questions about the way the NIO's are working directly with components and about the quality of the data which results. The DDO sought to exempt itself entirely from the process and, having lost that battle, is still very concerned that the crude management estimates being developed for submission to the Human Sources Committee will somehow return to haunt them. Many people are worried about trying to pro-rate "overhead" costs to individual KIQ's.

*Chapell*  
2. Part of the problem lies in the fact that there is no single point of contact with CIA for the KIQ process as it appears there is for the other participating agencies. Also, owing to their proximity, both the NIO's and the IC Staff are much more in evidence and much more in contact with lower echelons in this building than elsewhere; this sometimes leads to competing if not confusing demands at levels below the oversight of management.

3. Far from having a solution to all this, I don't believe we yet fully understand what our real problems are. I sense, however, that we need a more formal effort to find out. As a first step, I plan to sit down with Sam Wilson and George Carver in an effort to understand better where we are. We can then consider what the next step might be.



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ACTION		DIRECT REPLY	PREPARE REPLY
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Remarks:			
Once we complete the 75 KIQ Strategies + the 74 Sample <sup>KER</sup> reviews we might have a USB Seminar on the topic			
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